

Working hours

Working hours depend on whether you work in the public or the private sector.

Private sector working hours

The working hours in the private sector are:

- 8 hours per day or
- 48 hours per week.

During the holy month of Ramadan, these hours are reduced by 2.

The daily working hours can increase or decrease for certain economic sectors or categories of workers. The Executive Regulations of the Labour Law define these.

You should note that the time spent commuting to the workplace is not included in the working hours. Again, some exceptions apply.

Every employee is also entitled to have one or more breaks when they work for five consecutive hours. The breaks must be less than an hour and aren't calculated within the working hours.

Overtime

The employer has the right to ask an employee to work overtime. Overtime must not exceed two hours in one day.

Suppose the nature of the work forces the employee to work beyond the normal hours. In that case, they are entitled to a pay equal to regular working hours' remuneration plus 25% of that pay. This can increase to 50% if the overtime occurs between 10 pm and 4 am. However, the rule doesn't apply to employees who work in shift work.

Employees working on their day off are entitled to a substitute rest day. Alternatively, the employer must pay equal to normal working hours' remuneration plus 50% of that pay.

Efficiently track employee hours, overtime, and shift schedules with MaxHR's smart attendance system. It integrates smoothly with the UAE's Wage Protection System (WPS) to help you comply with labor regulations on work hours. With real-time attendance tracking and comprehensive reporting tools, you can optimize workforce management and avoid penalties while staying compliant.

Public sector working hours

The seven emirates have slight differences in working hours.

If you work in a federal government entity, then your working hours are:

- A four-and-a-half-day working week
- Eight hours from 7.30 am to 3.30 pm from Monday to Thursday
- From 7.30 am to 12 pm on Fridays
- Saturdays and Sundays are the official weekend.

Local government entities in Abu Dhabi, Dubai, Ajman, Umm Al Quwain, Ras Al Khaimah, and Fujairah Governments use a similar work week. The Government of Sharjah employees work four days a week, from Monday to Thursday. The official weekend in Sharjah is Friday, Saturday and Sunday.